



GR1^{Q&As}

Total Rewards Management Exam

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QUESTION 1

What best defines career opportunities in relation to total rewards?

- A. Plans for succession of roles and responsibilities of a particular position
- B. Opportunities that promote career moves into competing organizations
- C. Plans that may include advancement into more responsible positions within the organization
- D. Opportunities for employees to apply for open positions during a reduction in force

Correct Answer: C

QUESTION 2

Cash compensation is a reward intended to provide what type of motivation?

- A. Intrinsic
- B. Extrinsic

Correct Answer: B

QUESTION 3

What best defines the organization's purpose or reason for existence?

- A. The corporate mission
- B. The business strategy
- C. The compensation strategy
- D. The corporate vision

Correct Answer: A

QUESTION 4

How should appraisers address performance deficiencies on performance appraisals?

- A. Avoid discussing them
- B. Focus the entire appraisal on the areas that need attention
- C. Balance every deficiency with a compliment, even if the compliments are for minor accomplishments
- D. Provide specific information about deficiencies that affect performance.



Correct Answer: D

QUESTION 5

How do commissions typically differ from annual incentives for non-executive employees?

- A. They are based on a predetermined performance and reward schedule.
- B. They are offered to motivate employee performance.
- C. They are intended to align the interests of the employee with those of the organization.
- D. They tend to make up the larger portion of an employee's total compensation.

Correct Answer: D

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